



MEMORANDUM



ATTACHMENT II

**DATE:** August 2005

**TO:** All State Employees

**FROM:** Department of Personnel Administration  
Benefits Division

**SUBJECT:** Six Month Limitation of Retroactive Dental Premium Reimbursements

This memo provides information regarding a limitation of retroactive dental premium reimbursements. The limitation will impact all mandatory cancellations and/or deletions to employees' State-sponsored dental coverage.

***Effective January 1, 2006, retroactive premiums for mandatory cancellations and/or deletions to employees' dental coverage will be reimbursed for a maximum period of six months.***

If you complete a Dental Plan Enrollment Authorization (STD. 692) to cancel and/or delete dental coverage of ineligible dependents, you will not be able to recover any premiums deducted from your monthly pay prior to six months from the date that the transaction is processed. You may also be responsible for any dental services that have been incurred by an ineligible dependent and any services incurred after the deletion is processed (if the ineligible dependent continues to use the coverage). It is essential that you understand the importance of making timely deletions of ineligible dependents to your dental coverage.

The dental program permitting events that are listed below will have a six month limitation of retroactive dental premium reimbursements when the deletion and/or cancellation transaction is processed:

Change in custody; Child entering military service; Marriage of child; Death of child; Child's 23rd birthday, unless disabled; Child enrolling as an employee in State-sponsored dental plan; Child no longer economically dependent; Divorce; Termination of a domestic partnership; Death of Spouse; Spouse or domestic partner enrolling as an employee in a State-sponsored plan; Employee and/or dependent enrolled but not eligible or dual and/or split coverage exists; Employment status changes to less than one-half time.

**IMPACT ON VISION ENROLLMENT**

State employees' vision coverage is automatically established for eligible employees and their eligible dependents and no form is required to delete ineligible dependents. Therefore, you need to continue to ensure that only eligible dependents are provided services under your State-sponsored vision plan.

Thank you for your cooperation. If you have any questions regarding this information, please contact your Personnel Office.